



Lampiran 01. Surat Ijin Penelitian



PEMERINTAH KABUPATEN BULELENG
PERUMDA AIR MINUM TIRTA HITTA BULELENG

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SURAT KETERANGAN

Nomor : 10/S.Ket/VII/2022 .

Yang bertanda tangan dibawah ini :

N a m a : Adi Suparta Wijaya, S.E., M.M

NIK : 0128

J a b a t a n : Direktur Umum

menerangkan bahwa :

N a m a : Julan Osesita

NIM : 1617041188

Jurusan : Manajemen

Asal Perguruan Tinggi : Universitas Pendidikan Ganesha

Bahwa memang benar sudah melakukan Penelitian di Perusahaan Umum Daerah Air Minum Tirta Hita Buleleng.

Demikian surat keterangan ini dibuat dengan sebenarnya untuk dapat dipergunakan sebagaimana mestinya.

Singaraja, 04 Agustus 2022
 Perusahaan Umum Daerah
 Air Minum Tirta Hita Buleleng


 Adi Suparta Wijaya
 Direktur Umum

Lampiran 02. Kuisisioner Penelitian

A. IDENTITAS RESPONDEN

Mohon kesediaan Bapak/Ibu/Saudara/i mengisi identitas berikut.

Nama Responden :

Jenis Kelamin :

Pekerjaan :

B. PETUNJUK PENGISIAN KUESIONER

Bapak/Ibu/Saudara/i dimohon untuk memberikan tanggapan yang sesuai dengan memberikan check list (√) pada jawaban pernyataan yang dipilih. Apabila menurut Bapak/Ibu/Saudara/i tidak ada jawaban yang tepat, maka jawaban dapat diberikan pada jawaban yang paling mendekati. Alternatif jawaban adalah sebagai berikut:

SS = Sangat Setuju

S = Setuju

N = Netral

TS = Tidak Setuju

STS = Sangat Tidak Setuju



Lampiran 03. Tabulasi Data Hasil Kuisisioner

1. Tabulasi Hasil Kuisisioner Variabel Pengawasan Pimpinan (X₁)

No Responden	Nomor Bukti Angket - Pengawasan Pimpinan (X ₁)											Skor Total P
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	P11	
1	4	4	4	4	5	4	4	4	4	5	4	46
2	5	4	3	4	5	5	4	3	4	5	5	47
3	5	4	5	4	4	5	4	5	4	4	5	49
4	5	4	4	4	4	5	4	4	4	4	5	47
5	4	3	3	4	5	4	3	3	4	5	4	42
6	4	3	3	3	4	4	3	3	3	4	4	38
7	5	4	3	4	5	5	4	3	4	5	5	47
8	4	4	4	3	5	4	4	4	3	5	4	44
9	4	4	4	3	5	4	4	4	3	5	4	44
10	5	5	5	5	5	5	5	5	5	5	5	55
11	4	4	3	4	5	4	4	3	4	5	4	44
12	5	4	3	4	5	5	4	3	4	5	5	47
13	5	4	3	3	4	5	4	3	3	4	5	43
14	4	4	3	3	4	4	4	3	3	4	4	40
15	4	3	3	4	5	4	3	3	4	5	4	42
16	5	4	3	4	5	5	4	3	4	5	5	47
17	4	4	4	3	5	4	4	4	3	5	4	44
18	4	4	4	3	5	4	4	4	3	5	4	44
19	5	5	5	5	5	5	5	5	5	5	5	55
20	4	4	4	3	5	4	4	4	3	5	4	44
21	5	5	5	5	5	5	5	5	5	5	5	55
22	4	4	3	4	5	4	4	3	4	5	4	44
23	5	4	3	4	5	5	4	3	4	5	5	47
24	5	4	3	4	4	5	4	3	4	4	5	45
25	4	4	3	3	4	4	4	3	3	4	4	40
26	4	3	3	4	5	4	3	3	4	5	4	42
27	5	4	4	4	5	5	4	4	4	5	5	49
28	4	4	4	3	5	4	4	4	3	5	4	44
29	4	4	4	3	5	4	4	4	3	5	4	44
30	5	5	5	5	5	5	5	5	5	5	5	55
31	4	4	4	3	5	4	4	4	3	5	4	44
32	5	5	5	5	5	5	5	5	5	5	5	55
33	3	4	3	3	4	3	4	3	3	4	3	37
34	4	3	3	4	5	4	3	3	4	5	4	42
35	4	4	4	3	4	4	3	3	3	4	4	40

2. Tabulasi Hasil Kuisisioner Variabel Disiplin Kerja (X₂)

No Responden	Nomor Bukti Angket - Disiplin kerja (X ₁)							Skor Total DK
	DK1	DK2	DK3	DK4	DK5	DK6	DK7	
1	5	4	5	4	5	4	5	32
2	5	4	4	4	4	4	4	29
3	4	4	5	4	5	4	5	31
4	4	3	5	4	4	4	4	28
5	4	4	4	3	3	3	4	25
6	5	3	4	3	4	3	5	27
7	5	4	4	4	3	3	4	27
8	4	3	5	3	3	3	5	26
9	4	3	5	4	4	4	5	29
10	5	5	4	3	3	3	4	27
11	5	4	4	3	3	3	4	26
12	5	4	5	5	4	4	4	31
13	5	4	5	4	5	4	5	32
14	4	3	3	4	4	4	4	26
15	4	4	5	4	4	4	4	29
16	5	4	4	3	4	3	4	27
17	4	3	4	4	3	3	4	25
18	4	3	5	4	4	4	5	29
19	5	5	4	3	3	3	4	27
20	4	3	4	3	3	3	4	24
21	5	5	5	5	5	5	5	35
22	5	4	4	3	4	5	4	29
23	5	5	4	3	4	5	5	31
24	4	5	4	3	4	4	5	29
25	4	3	4	3	5	3	4	26
26	4	4	3	3	4	4	3	25
27	5	4	4	4	5	4	4	30
28	4	3	3	3	4	3	3	23
29	4	3	3	3	4	3	3	23
30	5	5	4	4	4	5	4	31
31	4	3	3	3	4	3	3	23
32	5	4	4	4	4	4	4	29
33	4	3	4	3	5	3	4	26
34	4	4	3	3	4	4	3	25
35	5	3	3	3	5	3	3	25

3. Tabulasi Hasil Kuisiener Variabel Kinerja Karyawan (Y)

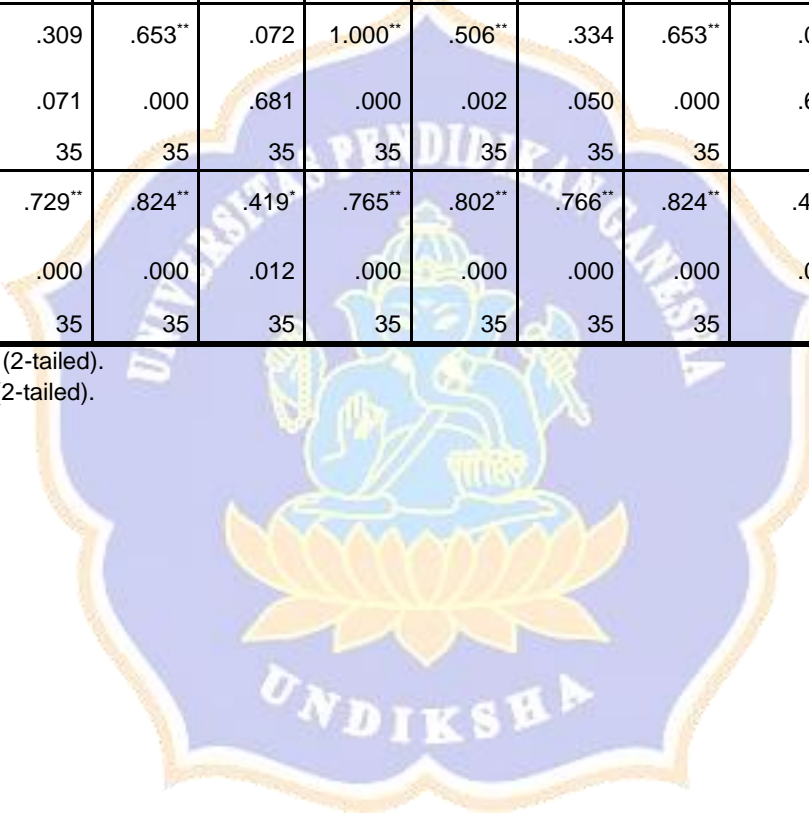
No Responden	Nomor Bukti Angket - Kinerja Karyawan (Y)									Skor Total DK
	K1	K2	K3	K4	K5	K6	K7	K8	K9	
1	4	5	5	5	4	5	4	4	4	40
2	4	4	5	3	4	4	4	5	4	37
3	4	4	5	5	5	4	4	4	5	40
4	5	5	5	3	3	4	3	5	5	38
5	5	4	4	3	4	3	3	4	4	34
6	4	5	5	3	3	3	3	3	4	33
7	5	4	4	3	4	4	4	5	4	37
8	5	4	4	4	3	3	3	3	4	33
9	5	4	4	4	3	3	3	3	4	33
10	5	4	4	5	5	4	4	5	4	40
11	4	2	3	3	4	5	4	2	3	30
12	4	4	5	3	4	4	4	5	4	37
13	4	4	4	4	4	4	3	4	5	36
14	5	5	5	3	3	4	3	5	5	38
15	5	3	3	3	4	3	3	4	4	32
16	5	4	4	3	4	4	4	5	4	37
17	5	4	4	4	3	3	3	3	4	33
18	5	4	4	4	5	5	5	5	4	41
19	5	4	4	5	5	4	4	5	4	40
20	5	4	4	4	3	3	3	3	4	33
21	5	4	4	5	5	4	4	5	4	40
22	4	4	3	3	4	5	4	4	3	34
23	4	4	5	3	4	4	4	5	4	37
24	4	4	3	3	4	4	3	4	5	34
25	5	5	5	3	3	4	3	5	5	38
26	5	3	3	3	4	3	3	4	4	32
27	5	4	4	3	4	4	4	5	4	37
28	5	4	4	4	3	3	3	3	4	33
29	5	4	4	4	3	3	3	3	4	33
30	5	4	4	5	5	4	4	5	4	40
31	5	4	4	4	3	3	3	3	4	33
32	5	4	4	5	5	4	4	5	4	40
33	5	5	5	4	4	4	4	5	5	41
34	5	5	5	4	4	4	3	4	4	38
35	4	4	4	3	3	3	3	3	4	31

		P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	P11	PP
P5	Pearson Correlation	.072	.122	.190	.349*	1	.072	.203	.253	.349*	1.000**	.072	.419*
	Sig. (2-tailed)	.681	.484	.274	.040		.681	.241	.143	.040	.000	.681	.012
	N	35	35	35	35	35	35	35	35	35	35	35	35
P6	Pearson Correlation	1.000**	.490**	.309	.653**	.072	1	.506**	.334	.653**	.072	1.000**	.765**
	Sig. (2-tailed)	.000	.003	.071	.000	.681		.002	.050	.000	.681	.000	.000
	N	35	35	35	35	35	35	35	35	35	35	35	35
P7	Pearson Correlation	.506**	.955**	.661**	.498**	.203	.506**	1	.722**	.498**	.203	.506**	.802**
	Sig. (2-tailed)	.002	.000	.000	.002	.241	.002		.000	.002	.241	.002	.000
	N	35	35	35	35	35	35	35	35	35	35	35	35
P8	Pearson Correlation	.334	.709**	.975**	.434**	.253	.334	.722**	1	.434**	.253	.334	.766**
	Sig. (2-tailed)	.050	.000	.000	.009	.143	.050	.000		.009	.143	.050	.000
	N	35	35	35	35	35	35	35	35	35	35	35	35
P9	Pearson Correlation	.653**	.464**	.397*	1.000**	.349*	.653**	.498**	.434**	1	.349*	.653**	.824**
	Sig. (2-tailed)	.000	.005	.018	.000	.040	.000	.002	.009		.040	.000	.000
	N	35	35	35	35	35	35	35	35	35	35	35	35
P10	Pearson Correlation	.072	.122	.190	.349*	1.000**	.072	.203	.253	.349*	1	.072	.419*

	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	P11	PP
Sig. (2-tailed)	.681	.484	.274	.040	.000	.681	.241	.143	.040		.681	.012
N	35	35	35	35	35	35	35	35	35	35	35	35
P11 Pearson Correlation	1.000**	.490**	.309	.653**	.072	1.000**	.506**	.334	.653**	.072	1	.765**
Sig. (2-tailed)	.000	.003	.071	.000	.681	.000	.002	.050	.000	.681		.000
N	35	35	35	35	35	35	35	35	35	35	35	35
PP Pearson Correlation	.765**	.778**	.729**	.824**	.419*	.765**	.802**	.766**	.824**	.419*	.765**	1
Sig. (2-tailed)	.000	.000	.000	.000	.012	.000	.000	.000	.000	.012	.000	
N	35	35	35	35	35	35	35	35	35	35	35	35

** . Correlation is significant at the 0.01 level (2-tailed).

* . Correlation is significant at the 0.05 level (2-tailed).



b. Disiplin Kerja (X₂)

Correlations

		DK1	DK2	DK3	DK4	DK5	DK6	DK7	DK
DK1	Pearson Correlation	1	.546**	.128	.214	.085	.240	.176	.508**
	Sig. (2-tailed)		.001	.465	.217	.629	.165	.311	.002
	N	35	35	35	35	35	35	35	35
DK2	Pearson Correlation	.546**	1	.154	.139	-.059	.486**	.233	.571**
	Sig. (2-tailed)	.001		.377	.426	.738	.003	.178	.000
	N	35	35	35	35	35	35	35	35
DK3	Pearson Correlation	.128	.154	1	.579**	.122	.308	.785**	.712**
	Sig. (2-tailed)	.465	.377		.000	.484	.072	.000	.000
	N	35	35	35	35	35	35	35	35
DK4	Pearson Correlation	.214	.139	.579**	1	.280	.504**	.351*	.693**
	Sig. (2-tailed)	.217	.426	.000		.103	.002	.039	.000
	N	35	35	35	35	35	35	35	35
DK5	Pearson Correlation	.085	-.059	.122	.280	1	.376*	.127	.445**
	Sig. (2-tailed)	.629	.738	.484	.103		.026	.468	.007
	N	35	35	35	35	35	35	35	35
DK6	Pearson Correlation	.240	.486**	.308	.504**	.376*	1	.342*	.752**
	Sig. (2-tailed)	.165	.003	.072	.002	.026		.044	.000
	N	35	35	35	35	35	35	35	35
DK7	Pearson Correlation	.176	.233	.785**	.351*	.127	.342*	1	.699**
	Sig. (2-tailed)	.311	.178	.000	.039	.468	.044		.000
	N	35	35	35	35	35	35	35	35
DK	Pearson Correlation	.508**	.571**	.712**	.693**	.445**	.752**	.699**	1
	Sig. (2-tailed)	.002	.000	.000	.000	.007	.000	.000	
	N	35	35	35	35	35	35	35	35

** . Correlation is significant at the 0.01 level (2-tailed).

* . Correlation is significant at the 0.05 level (2-tailed).

- *. Correlation is significant at the 0.05 level (2-tailed).
- ** . Correlation is significant at the 0.01 level (2-tailed).



2. Uji Reabilitas

a. Pengawasan Pimpinan (X_1)

Reliability Statistics

	Cronbach's Alpha Based on Standardized Items	N of Items
Cronbach's Alpha	.770	12

b. Disiplin Kerja (X_2)

Reliability Statistics

	Cronbach's Alpha Based on Standardized Items	N of Items
Cronbach's Alpha	.753	8

c. Kinerja Karyawan(Y)

Reliability Statistics

	Cronbach's Alpha Based on Standardized Items	N of Items
Cronbach's Alpha	.728	10

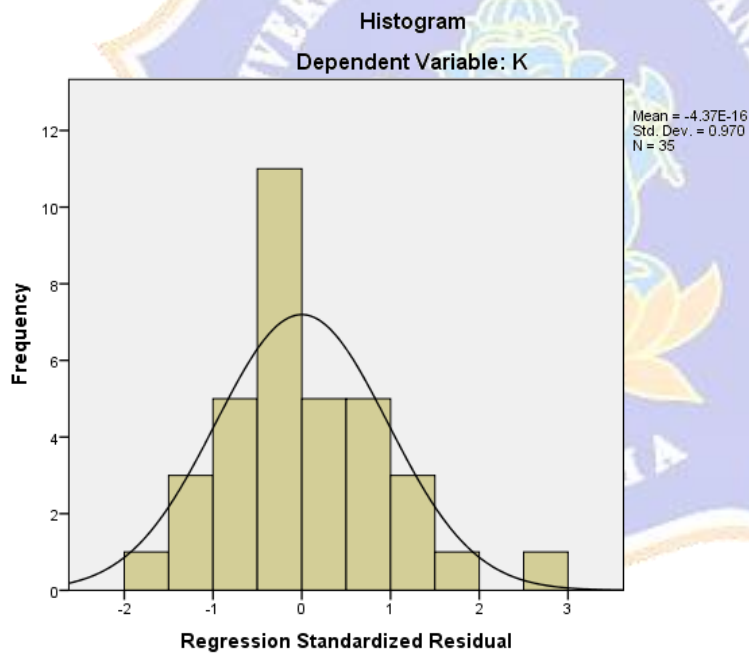
Lampiran 05. Hasil Uji Asumsi Klasik

1. Uji Normalitas

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		35
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	2.63157800
Most Extreme Differences	Absolute	.153
	Positive	.153
	Negative	-.065
Test Statistic		.153
Asymp. Sig. (2-tailed)		.379 ^c

- Test distribution is Normal.
- Calculated from data.
- Lilliefors Significance Correction.



2. Uji Multikolinearitas

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
(Constant)	14.879	5.160		2.883	.007		
PP	.233	.110	.344	2.111	.043	.769	1.301
DK	.384	.184	.341	2.094	.044	.769	1.301

a. Dependent Variable: K

3. Uji Heterokedastisitas

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	8.505	2.753		3.089	.004
PP	-.171	.059	-.514	-2.904	.066
DK	.048	.098	.087	.491	.627

a. Dependent Variable: Abs_RES

Lampiran 06. Hasil Pengujian Hipotesis

1. Hasil Uji Analisis Regresi Linear Berganda

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
(Constant)	14.879	5.160		2.883	.007		
PP	.233	.110	.344	2.111	.043	.769	1.301
DK	.384	.184	.341	2.094	.044	.769	1.301

a. Dependent Variable: K

2. Hasil Uji Koefisien Determinasi (R^2)

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.589 ^a	.347	.307	2.71257	2.052

a. Predictors: (Constant), DK, PP

b. Dependent Variable: K

3. Hasil Uji Hipotesis (Uji t)

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
1 (Constant)	14.879	5.160		2.883	.007		
PP	.233	.110	.344	2.111	.043	.769	1.301
DK	.384	.184	.341	2.094	.044	.769	1.301

a. Dependent Variable: K

Lampiran 07. Data Karyawan

NO	NAMA	JABATAN	PENDIDIKAN	TANGGAL LAHIR
1.	GEDE ARYA DANA, S.E	Ka. SPI Ka. Bag. Keuangan	S1	04/03/1975
2.	HARDYANTO BUDYO P, S.E	Ka. Bag. Keuangan	S1	29/01/1969
3.	NYOMAN SUKAADA, S.Mn	Ka. Bag. Perencanaan	S1	29/07/1971
4.	KT AGUNG SUDARSANA, S.T	Ka. Sub. Pengembangan Usaha	S1	24/10/1973
5.	I WAYAN BUDILASTAMA, S.Sos	Ka. Sub. Bag. Distribusi	S1	18/11/1970
6.	GEDE YULIADI, S.E	Ka. Sub. Bag. Akuntansi	S1	22/12/1972
7.	MADE SUMERTA	Ka. Sub. Bag. Pemb & gudang	SLTA	15/06/1969
8.	I KETUT ARTA SUPANGKAT	Ka. Sub. Personalia	SLTA	27/09/1970
9.	NYOMAN HERDIYANI	Ka. Sub. Humas	SLTA	26/09/1967
10.	NYOMAN NURIJA	Ka. Sub. Bag	SLTA	02/12/1965
11.	PUTU NARTA	KA. Sub. Bag. Produksi	Pkt C	13/08/1967
12.	GEDE Satriasa	Ka. Sub. Bag Distribusi	SLTA	10/09/1969
13.	IDA AYU MD AGRIANI, S.E	Staf Sub Bid Pengembangan Usaha	S1	17/05/1971
14.	MADE SEMAWAN, S.E	Ka. Sub. Bid Pemeriksaan Adm & Keu	S1	25/12/1984
15.	MADE SUPRIATA	Staf Sub Bag. Distribusi	SLTA	28/12/1968
16.	MADE SUKERTA	Staf Sub Bag Produksi	SLTA	23/04/1971
17.	MADE KERTIYASA	Staf Sub Bag Pengamanan	Pkt C	23/06/1966
18.	NENGAH MANGKU	Staf Sub Bag Pengamanan	Pkt C	01/01/1968
19.	KOMANG TRISNA DEWI	Staf Sub Bag Personalia	S1	07/08/1980
20.	MADE WIRADANA S.Pd	Staf Sub Bag Adm & Kesekretariatan	S1	25/10/1987
21.	NYM GD RAKA ARYANA	Staf Sub Bag Pengamanan	SLTA	24/03//1975
22.	NYOMAN SUMERTA	Staf Sub Bag Pembaca Meter	SLTA	08/04.1983
23.	NYOMAN ADI BUDIARSANA	Staf Sub Bag Perencanaan Teknik	S1	24/07/1988
24.	MD BAGUS GALIH	Staf Sub Bag Personalia	S1	19/08/1992
25.	NYOMAN SUARDANA	Staf Sub Bag Pengamanan	SLTA	29/09/1973
26.	KETUT MERTADA	Staf Sub Bag Produksi	SLTA	02/05/1970
27.	KADEK LISNA ANDRIANI	Staf Sub Bag Adm & Kesekretariatan	SLTA	17/01/1993
28.	AGUS SATRIAWAN	Staf Sub Bag Pembelian & Gudang	SLTA	30/08/1989
29.	I GEDE ARI MURTI SETIAWAN	Staf Sub Bag TI	SMK	13/12/1993
30.	I MADE YOGI SASTRAWAN	Staf Sub Bag Produksi	SLTA	09/04/1990
31.	LUH PUTU EKA DARMA YANTI	Staf Sub Bid Pemeriksaan ADM	SMA	20/11/19995
32.	PUTU MEGA PRIMAYANI	Staf Sub Bag Produksi	SLTA	04/07/1983
33.	GD HENDRO ADI SURIANA, S.E	Staf Sub Bag Akuntansi	S1	02/11/1978
34.	MADE SRI RAHYATI S.E	Staf Sub. Bid Pemeriksaan Adm & Keu	S1	21/11/1975
35.	I GUSTI AYU SUARTINI S.E	Ka Subag Humas	S1	05/08/1969